



Student Affairs

2023 - 2024 • ANNUAL REPORT

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A Word from the Vice Provost for Student Affairs



This is a truly exciting time to be a Pitt Panther! As a campus, we are growing our programs and services with **new opportunities** and expanding our infrastructure with **new facilities**.

This academic year, the division continued its formative role in supporting the holistic development, well-being, engagement, and success of undergraduate, graduate, and professional students.

After a comprehensive reorganization that was completed in AY23, we focused on **four strategic priorities for FY24**:

- **Expanding belonging efforts, both among staff and students**
- **Continuing to support students wellness and well-being**
- **Exploring options for the use of our physical spaces**
- **And supporting the development of students' life skills**

In the following report, you'll read about our achievements in these priorities and about our dreams for next year's exciting initiatives.

As educators, we're here to support our students so they can thrive as they achieve their personal, academic, and professional goals!

Most of all, **we are a community**. A community committed to demonstrating mutual respect, care and compassion, and to pursuing excellence in all that we do.

Sincerely,

A handwritten signature in black ink, reading "Carla Panzella". The signature is fluid and cursive, with a large, stylized "C" and "P".

Carla M. Panzella, PhD
Vice Provost for Student Affairs

Who We Are:

Mission & Vision



VISION :

To prepare and empower students to thrive and make meaningful contributions in our global community.

MISSION :

To foster inclusive excellence and student success by cultivating belonging, engagement, well-being, and learning.

5 teams with 225 professional staff

Student Experience Team

- New Student Programs
- Off-Campus Student Services
- Parent & Family Resources
- Residence Life
- Office of Student Conduct

Student Community & Inclusion Team

- Office of Inclusion & Belonging
- Fraternity & Sorority Life
- PittServes
- Pitt News
- WPTS Radio

Student Wellness Team

- Campus Recreation
- Care and Resource Support
- Financial Wellness*
- Student Health Services
- University Counseling Center

Student Engagement & Professional Development Team

- Career Center
- Involvement and Student Unions
- Outside the Classroom Curriculum
- Student Success Initiatives

Administrative, Business, Operations

- Business & Operations
- DEI Staff Initiatives
- Marketing & Communications
- ROTC

* shared department with the Office of
Admissions & Financial Aid



Plan for Pitt
2028

It's Possible At Pitt!

**The Division of Student Affairs
directly supports major goals in
the Plan for Pitt 2028:**

**We will cultivate
student success.**

**We will propel
scholarship, creativity, and innovation.**

**We will be
welcoming and engaged.**

**We will promote
accountability and trust.**



FY24

Strategic Priorities

Student Affairs has focused on implementing improvements in four strategic priority areas:

1. Belonging

2. Life Skills

3. Physical Space

4. Wellness

WELCOME WEEK REDESIGN

Our first strategic priority is to build a sense of belonging for all students, especially when they first arrive on campus.

Following the COVID-19 pandemic and several years of virtual programming, it became clear that Student Affairs needed to redesign Welcome Week. In the redesign, we aimed to meet our students where they are, to present “just-in-time information,” to incorporate content and resource information into digital mediums that were appealing to students, and to provide them with organic opportunities to connect with peers and their new community.

To this end, we formed a committee and created outcome goals, which were then assessed at the conclusion of the week. Sixteen percent of the 5,331 new and transfer students completed the follow-up survey assessing their connection and sense of belonging, empowerment, confidence, excitement, and Pitt pride.

Building a Pitt Community was “eye-opening” and “I was able to see the complexity and diversity of students. As a community, Pitt is diverse in race, gender, sexuality, background, personal experience, and more.”

-Pitt Student, Class of 2028

WELCOME WEEK HIGHLIGHTS

Other highlights from Welcome Week included a return of the annual Class Photo tradition and continued success with the long-standing Building a Pitt Community program with speaker Dr. Jamie Washington, which explores what it means to live in a diverse community at Pitt.

Key Findings:

95% agreed/strongly agree that because of Building a Pitt Community they appreciate the value of living in a diverse community

92% agreed/strongly agreed that Welcome Week made them feel more connected to Pitt

87% agreed/strongly agreed that Welcome Week helped them feel confident in using campus resources

89% of participants agreed or strongly agreed that Welcome Week made them feel more connected to their peers





STRADA GRANT INITIATIVE

Our belonging initiatives also extend to how we support students’ career readiness, specifically with our “Closing the Gap: Meeting Skills and Career Readiness Gaps Through Student and Faculty Engagement” initiative—a second grant funded through the Strada Education Foundation.

\$100,000 grant

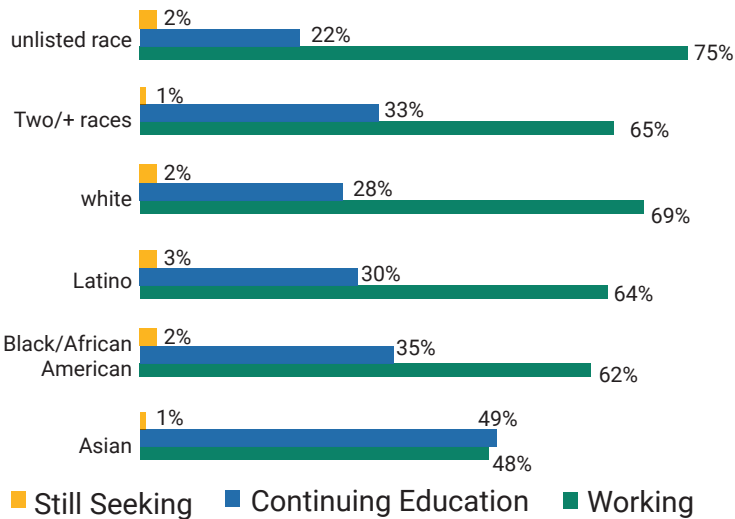
CAREER PLACEMENT

The initiative’s objectives are equitable career and salary outcomes and eliminating skill gaps.

Pitt’s career placement rate has been a stellar achievement for more than a decade, far exceeding that of our peer institutions. This year, Student Affairs is excited to share that the career outcomes rate increased by 2% from 2022 to:

98%

This is the highest career outcome rate in documented Career Center history! Results were disaggregated by race and gender according to the University’s Fact Book categories to closely examine the career outcomes of graduates from different demographic groups, with similar numbers in overall career outcomes.



STUDENT ENGAGEMENT

Previous qualitative and anecdotal evidence suggested that some students from underrepresented backgrounds felt disconnected from the Career Center, so we paid special attention to equitable student engagement this year.



The diversity profile of students engaging in career services also change positively. While many students chose not to disclose personal demographic information, the percentages of students identifying as historically marginalized who used Career Center services increased.

Latino/Hispanic	12%
Asian	14%
Black	15%
Multi-Racial	17%
Indian/Alaskan Native/ Native Hawaiian/Pacific Islander	200%





Our second major strategic priority for FY24 was supporting students as they build **Life Skills**.

These skills may include:

- Communication
- Critical thinking
- Use of technology
- Career and self- development
- Teamwork, professionalism, and leadership

PARENTS & FAMILIES

Families are often the primary safety net for their students and are best positioned to provide support as they transition to college and develop life skills. Pitt families also want to be included in the continued development of their students, and we want them to be involved!

We view our relationship to families as providing “support for the student’s support system.”

We offer a scaffolded approach for families, moving them from the **“coaches”** (who call the shots with their student), to **“cheerleaders”** (who watch from the sidelines and know when to cheer and when to assist).

To better support these cheerleading support systems, the Parent and Family Liasion began a year-long series of **monthly webinars** offering workshops for families in partnership with:

- Financial Aid
- Student Conduct
- New Student Programs
- University Counseling Center
- Student Health Services
- Office of Off-Campus Student Services



OFFICE OF OFF - CAMPUS STUDENT SERVICES (OCSS)

NEW

Another area where we are seeing changing needs is in support for the development of life skills for off-campus students.

75% of undergraduates live off campus after their second year

Typical challenges off-campus students face:

- managing conflict with landlords
- establishing relationships with neighbors
- building community with other off-campus students

To support these students better, we recently established an Office of Off-Campus Student Services.

Services include:

- help in finding housing and roommates
- resources to safely live off campus
- assistance with arranging trash removal
- support in being a responsible neighbor

Resources provided include:

- renter's guides
- Canvas course about what to consider when moving off campus
- discussion board to connect with OCSS staff

"OCSS helped me find the perfect place to live that was well within my budget. Thanks to their advice I found an amazing house with great roommates!"
-Pitt Transfer Student





The OCSS hosts **Be a Good Neighbor Tenant Townhalls** where students can meet local and University organizations. University partners include:

- Pitt Pantry
- Pitt Financial Wellness
- Oakland Planning and Development Corporation
- Neighborhood Legal Services
- City Commission on Human Relations

ROOMMATE MEDIATION PROCESS

As part of our division-wide strategic priority to teach life skills, Residence Life inaugurated a new requirement for students who seek a room change due to conflict with a roommate. Roommates must now meet with Residence Life staff for a mediation process that encourages dialogue and conflict resolution before they will be granted a room change.

The initial goal outcome for this intervention was to decrease room changes by 15%. However, the intervention was much more successful than anticipated!



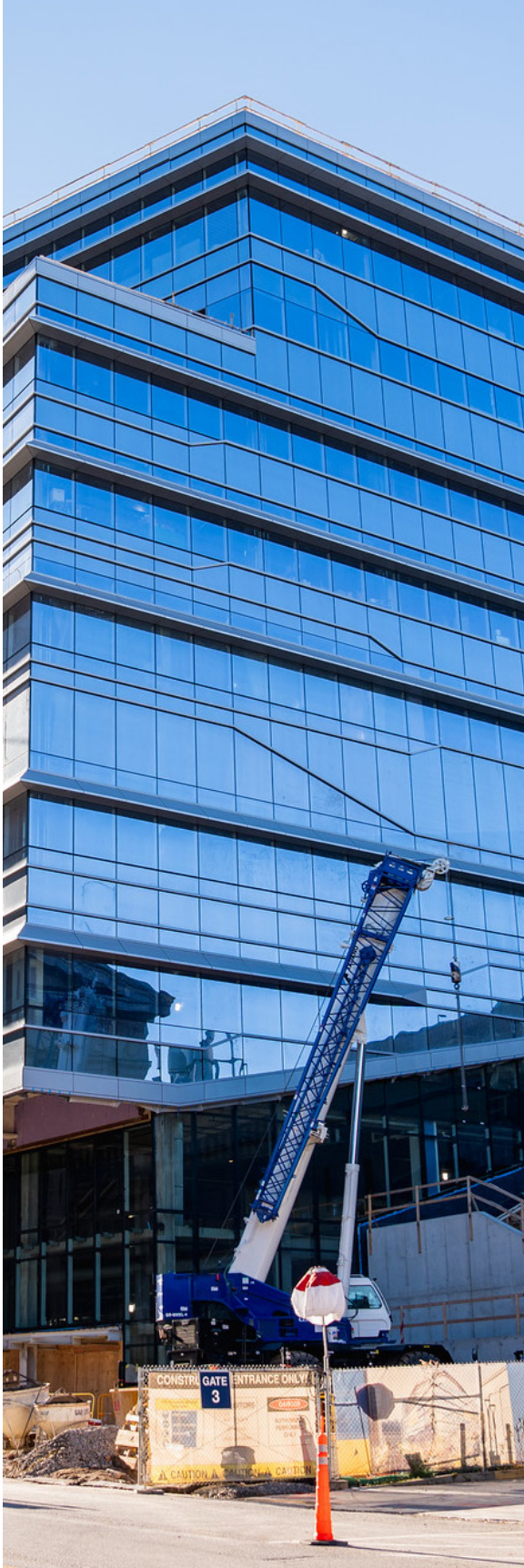
**ROOM
CHANGES
DECREASED
BY**

65%

IN AY24







An Urban Campus

Our third strategic priority for FY24 was addressing physical space needs.

Pitt's campus is integrated into the vibrant city of Pittsburgh! This provides both opportunities and challenges, particularly related to how much physical space is available to meet changing student needs.

Over the past 20 years, notable enhancement and modernization projects have occurred in the William Pitt Union and O'Hara Student Center. However, the student union facilities in their current form have met their capacity for student needs.

Significant space, function, storage and accessibility constraints have been identified over the last two decades. To meet the needs of a growing and diverse student body, the division is evaluating existing student union space to meet increasing and changing needs of students and student organizations.

Student Union Spaces Study

A comprehensive student union study was conducted in December 2023 to assess current and projected student union space needs. With the support of the Student Government Board (SGB), Student Affairs envisions renovations that will consider student, staff and visitor experiences.

Renovations in our physical space will strengthen a sense of community and student connection.

Recreation and Wellness Center

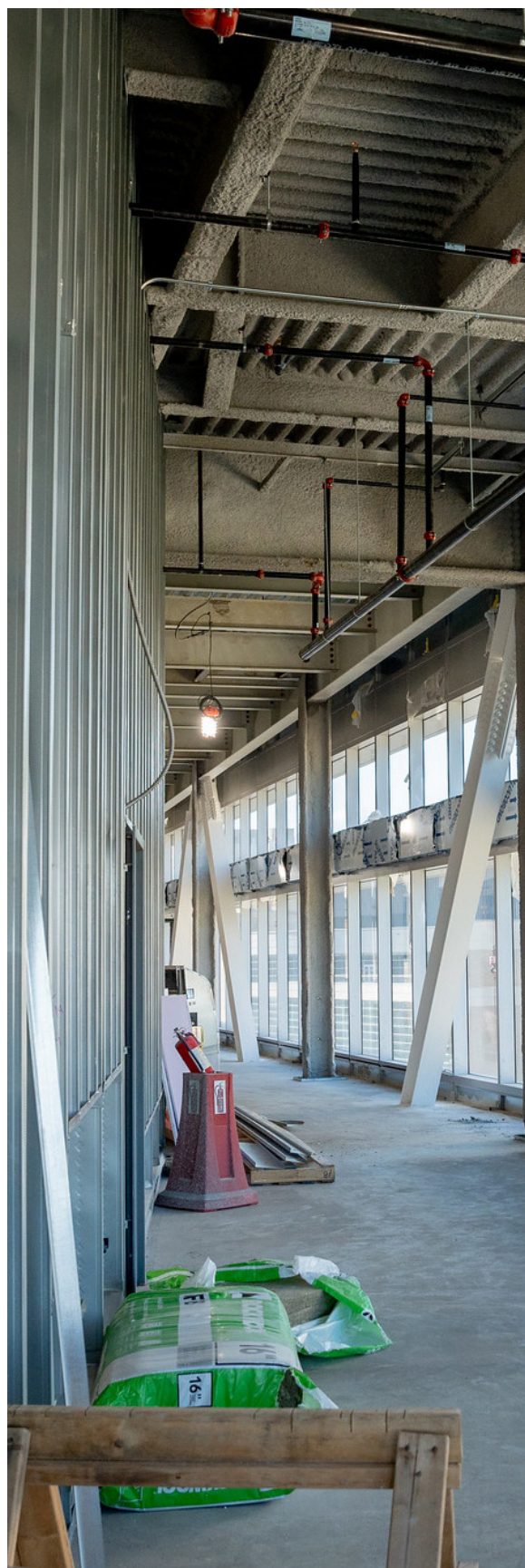
An important part of our redesign of physical space for students is the NEW Recreation and Wellness Center! Now under construction, we anticipate a soft opening in Summer 2025.

One highlight of the construction process this year was the Last Beam Ceremony in November 2023, when students, faculty, and staff celebrated the placing of the last beam.

To help fund this major campus improvement and part of the campus master plan, we are pursuing a fundraising strategy in partnership with Philanthropic and Alumni Engagement (PAE) and will continue to close major donor gifts in support of specialized programming and named spaces.

Tony Gacek, Executive Director of Development and Strategic Initiatives in PAE, and Amy Schroth, Assistant Director of Development and Strategic Initiatives in PAE, have joined Student Affairs as PAE Liaisons for the duration of the project. With their guidance, Student Affairs is building a more robust, sustainable, and enduring Student Affairs friends donor base.

Thank you to all of our donors who are making this new building possible! We look forward to providing a full update in next year's annual report after the building opens.





Our last strategic priority for FY24 was expanding our support for student wellness.

CULTURALLY RESPONSIVE CARE

The University Counseling Center (UCC) has developed a Culturally Responsive Care Committee that includes:

- an assistant director
- a coordinator
- and an embedded clinician in the Office of Inclusion and Belonging (OIB) and in the Office of International Services (OIS)

These staff coordinate and oversee the UCC's outreach programs and services designed to support Pitt's diverse students, including

- multicultural initiatives
- peer education programs
- psycho-educational workshops
- and marketing digital presence

They also work collaboratively with the UCC's clinical service team to promote culturally responsive mental health care for Pitt's diverse student body, including the development of a **racial trauma healing program** and a **LGBTQIA+ treatment program**.

Lastly, they provide direct and indirect services to students including

- individual and group therapy
- relationship counseling
- crisis intervention
- outreach programming

NAVIGATING YOUR SAFETY AND WELL-BEING AT PITT

This is a required program during Welcome Week, and its goals include educating new and transfer students on the topics of alcohol and drug use in a realistic context (including information on peer pressure and peer support), campus and community safety, and sexual misconduct education and prevention.

The program included collaborations with University Police and the Office for Equity, Diversity and Inclusion's Title IX team. New elements to present important content in a digestible format included:

- a student-led peer panel
- a series of short video stories

In addition, the class was divided into three smaller groups and the venue was moved from the Peterson Event Center to Soldiers and Sailors, creating a more intimate environment for this serious program.

97%

are more aware of strategies to ensure their health and safety

96%

agreed or strongly agreed that they are more knowledgeable about sexual misconduct

94%

agreed or strongly agreed they are more aware of the mental health resources available to them



NAVIGATING YOUR SAFETY AND WELL-BEING AT PITT

“...opened my eyes to the numerous mental health resources, and it also made me aware of strategies to use for numerous things. Whether that be mental health, sexual assault, sexual harassment, or whatever the case, I am now equipped to take care of these different situations.”

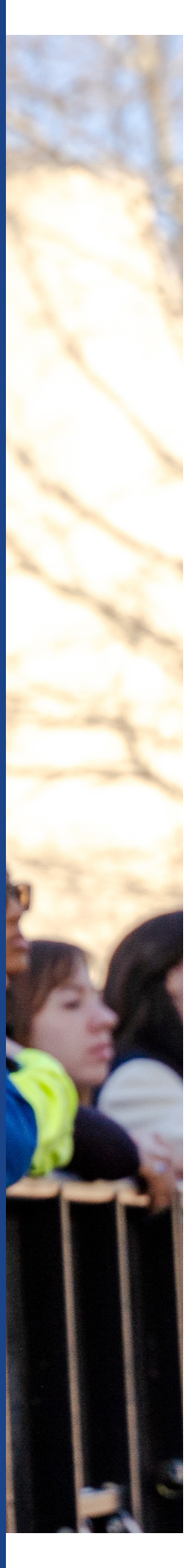
**- Pitt Student,
Class of 2028**





“Many of these issues regarding sexual identity as well as sexual harm are very relevant to my life, so I very much valued this portion of Welcome Week. It made me feel like Pitt truly wants us to feel safe and is actively putting in work to educate people on crucial topics like these.”

**- Pitt Student,
Class of 2028**



STUDENT & STAFF SURVEYS



RESIDENCE LIFE SURVEY

More than 6,200 undergraduate students lived in the residence halls in AY24. Of those, over 15% completed the Residence Life Survey, which has been an annual survey for more than ten years.

Key Findings:

- 75% stated their RA worked intentionally to get to know them
- 82% stated their floor community is supportive of students from diverse backgrounds
- 86% stated that they feel safe in their residence hall





CAREER READINESS SURVEY

To assess student readiness for employment, we established four career readiness categories for core competencies tracked by NACE (National Association of Colleges and Employers) that focus on equipping students for success in their first jobs and lifelong career management.

For us, this foundation is measured through a 10-point scoring system:

- High Readiness (7.0-10)
- Moderate Readiness (4.0-6.9)
- Low Readiness (1-3.9)
- No Readiness (0)

Pitt students achieved an **overall Career Readiness of 7.8**, representing Proficient and High Career Readiness across eight competencies, and moderate readiness was observed for "Career and Self Development."

Equity and Inclusion	8.3
Technology	8.1
Professionalism	8
Teamwork	8
Communication	7.7
Critical Thinking	7.7
Leadership	7.6
Career and Self - Development	6.8

GALLUP STAFF ENGAGEMENT SURVEY

As part of our commitment to create a culture of belonging in which all diverse staff members feel supported, valued, and heard, we also administer staff surveys to assess their experience and highlight areas of improvement.

In 2021, the division partnered with Gallup to administer the Staff climate and Engagement Survey. These results were used to guide the division’s efforts to advance inclusive excellence.

We reengaged Gallup in 2023 to readminister the survey, as well as administering a pulse survey in spring 2024 to measure progress. Over 82% of the division participated in these surveys, with 180 responses!

Key Findings:

From the 2023 survey to the 2024 pulse survey, staff reported improvement in these areas:

4% increase in staff who say
“Everyone at this organization is treated fairly”

9% increase in staff who say
“I have the opportunity to do my best ”



FY25 Initiatives

**We will continue to pursue
our four strategic
priorities for AY25:**

1. Belonging

2. Life Skills

3. Physical Space

4. Wellness

CAMPUS CLIMATE AND FREE SPEECH

Student Affairs has launched a division-wide task force to:

- review and enhance work related to freedom of expression on campus, including planning of and response to student events and demonstrations;
- educate students, student leaders, Student Affairs staff, and the University community on free speech policies;
- centralize communication of relevant policies and guidelines;
- and provide support measures for all impacted students and student groups.

Of particular concern is the impact high-profile events and campus climate issues present to our historically marginalized students. These students may feel a decreased sense of belonging, so our efforts at supporting them will be in tandem with our education of students on freedom of expression, rights and responsibilities.

GRADUATE, PROFESSIONAL AND ONLINE STUDENTS

Pilot data shows that a graduate and professional student **Global Ties Mentorship** program is beneficial to establishing a sense of belonging for our international graduate and professional students. We will seek to expand this program.

As Student Affairs continues to grow our programs, resources, and services to meet the need of our graduate and professional students, we will also look to support an increasing number of online students.

STUDENT WELLNESS

Student Affairs will develop a **Wellness Concierge Program (WCP)**, which aims to enhance student well-being by providing personalized support. Recognizing that well-being is multi-dimensional, the program utilizes the eight pillars of well-being to engage and educate students.

SENIOR LEADERSHIP TRANSITION

One major hiring goal will be to onboard a new Associate Vice Provost and Dean of Students.

We will further develop training and guidelines for administrative operations for senior leaders, including; a budget workshop for senior leaders, guidelines for managing personnel changes and budget management responsibilities and duties.

Finally, we will also address strategic priorities highlighted by the 2023 Gallup Staff Engagement Survey.

RIGHT-ALIGN RESOURCES

As Student Affairs transitions to a zero-based budgeting model, we are better able to sunset programs, reallocate funds, and right-align resources, including further assessment of our budget and staffing needs, specifically the need to address under-staffing and staff retention issues.

STAFF RETENTION

For FY25, we plan to evaluate staff compensation to address any inequities and align salaries with the new HR job family model. We believe that these efforts will help us to increase staff retention.



TEAM

Highlights



Lorraine Craven

Interim Dean of Students,

Assistant Dean for Student Experience

STUDENT EXPERIENCE TEAM

- Office of Student Conduct
- Office of Off-Campus Student Services
- Residence Life
- Parent & Family Resources

Residence Life:

We had 450 applicants for 190 positions, the largest applicant pool for Resident Assistants (RAs) ever!

Family Weekend:

Signature weekend redesigned and expanded to meet the expressed desire of families.

NEW Family Weekend Tailgate event, with 700+ tickets-sold out.

NEW Academic departments offered open hours and tours.

NEW Programming in the Family Lounge for younger siblings.

Welcome Reception moved to the Cathedral Commons Room for an elegant and distinguished event!

90% of responding families rated their overall Family Weekend visit as good or excellent.

Director of New Student Programs:

Dr. Jayne Pizzuto received the Campus Safety and Violence Prevention Hero Award and the NASPA Region II Mid-level Student Affairs Professional Award.

**FAMILY WEEKEND
FEEDBACK**

**“Everything exceeded
our expectations! Food
was great, and the pace
of the weekend
was great.”**

- Pitt Parent



STUDENT COMMUNITY & INCLUSION TEAM

- Office of Inclusion & Belonging (OIB)
- Fraternity & Sorority Life (FSL)
- WPTS Radio
- Pitt News
- PittServes

PittServes:

The PittServes plan achieved the "Highly Established Action Plan Seal," the highest distinction possible from the ALL IN Campus Democracy Challenge!

WPTS Radio:

Received the "Spirit of Radio" award from the College Radio Foundation for the second year in a row, and only ten stations worldwide received this award!

Office of Inclusion and Belonging (OIB):

The spring program for BIPOC students led by Assistant Director for BIPOC, Sherdina Harper, and BIPOC Coordinator, Simone Freeman-Irwin, was awarded a Year of Discourse and Dialogue grant.

To ensure equitable support for historically marginalized communities, OIB also formalized support of these graduation ceremonies:

- Lavender Graduation for LGBTQIA+ students
- The Gathering for Black-identified students
- Latino/a/x Grad Celebration
- and the Inaugural International Student Graduation Celebration

Director of OIB, **Dr. Emiola Oriola** was awarded Pitt's School of Education 2024 Distinguished Early Career Award.



Gretchen Carlson Natter
Assistant Dean for Community and Inclusion

Pitt Dance Marathon (PDM) raised \$357,084.52 supporting the UPMC Children's Hospital Foundation, the largest amount ever raised at Pitt! PDM also won the 2023 Stewardship Award from the Children's Miracle Network.



STUDENT WELLNESS TEAM

Care and Resource Support

- Student Health Services (SHS)
- University Counseling Center (UCC)
- Campus Recreation
- Financial Wellness*

Campus Recreation & University Counseling Center (UCC):

Collaborated on the creation of "Natural Connections," an **Outdoor Adventure Pursuits (OAP) program** that integrates the Bike Cave, climbing wall, and new program offerings with ecotherapy principles, adventure-based activities, and experiential processing to foster personal growth and communication skills, self-esteem, and emotional regulation skills.

Care & Resource Support :

Collaborated with Business, Hospitality & Auxiliary Services (BHAS) and ChartWells to launch **Food Lockers** in the Towers Lobby through a grant from the Pennsylvania Dept. of Education to expand food recovery, pantry services, and most importantly reduce food insecurity.

Financial Wellness:

Hosted the **Women and Money** event in March, reaching nearly 200 students. Speakers Dr. Audrey Murrell (Professor of Business Administration, Psychology, Public and International Affairs) and Dr. Shari Payne (Dean, School of Education and Dean, School of Continuing and Professional Studies), discussed breaking the glass ceiling, advocating for oneself in career advancement opportunities and throughout the collegiate journey, and starting early with investment/retirement options.

*This office is shared with the Office of Admissions and Financial Aid



Jay Darr, PhD

Associate Dean for Student Wellness

200 students educated!

NEW collaboration between Students for Sensible Drug Policy, Student Health Services and the PantherWells to deliver Narcan education to peers and distribute free Narcan.



STUDENT ENGAGEMENT & PROFESSIONAL DEVELOPMENT TEAM

- Career Center
- Involvement & Student Unions (ISU)
- Leadership Development
- Student Success Initiatives
- Outside the Classroom Curriculum (OCC)

Involvement and Student Unions (ISU):

The University of Pittsburgh aims to promote dialogue, engage our community, and contribute knowledge on complex topics. Student Affairs is committed to fostering an environment of respect and concern for others, which are the foundation of our community.

The Involvement and Student Unions team supports, educates and advises student organizations as they engage in work that is meaningful to them, while ensuring that they understand their rights and responsibilities as part of the larger University community.

Outside the Classroom Curriculum (OCC):

In partnership with the Career Center, the OCC has assessed specific skills developed by students through their programs. Of the 182 completers this academic year...

82%

Reported they experienced growth in Career Preparation skills as a result of completing the OCC

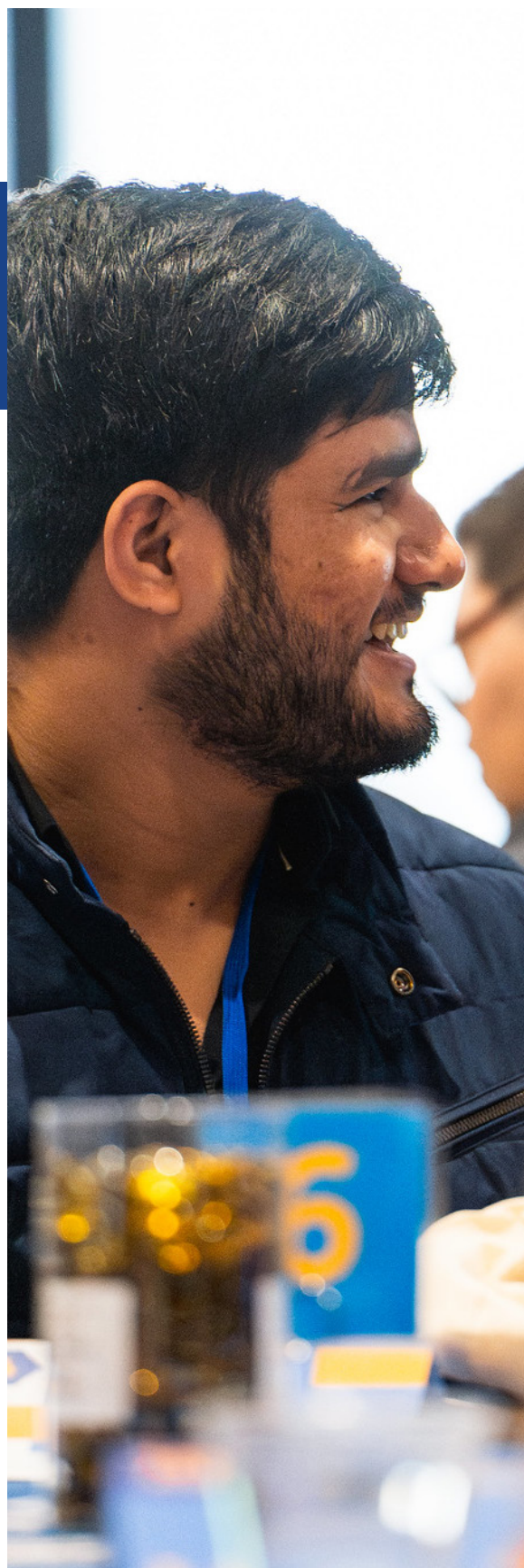


Karin M. Asher, EdD

Assistant Dean for Student Engagement and Professional Development

88%

of Panther Leadership Academy and Panther Leadership Summit participants said their self-awareness skill increased because of these programs





BUSINESS & ADMINISTRATION TEAM

- Business & Operations
- Marketing & Communications

In January 2023, Dr. Kenyon Bonner stepped down as Vice Provost after twenty years of service at the University, and Dr. Carla Panzella stepped up to serve as Interim Vice Provost until her official appointment in that role in late June.

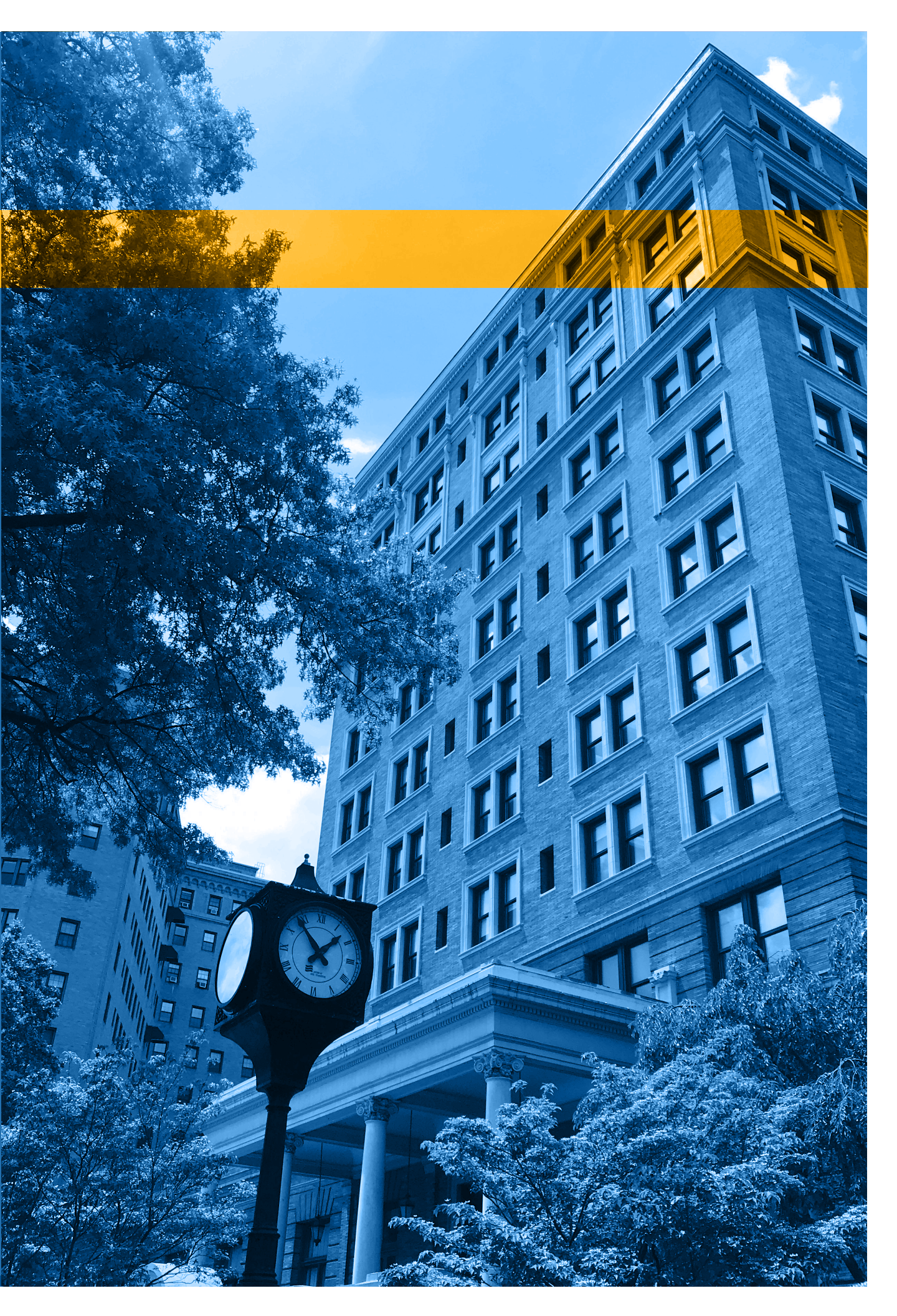
Lorraine Craven, Assistant Dean for Student Experience, was appointed Interim Dean of Students while we conduct a national search for that role in FY25.

These leadership changes provide opportunities for the reevaluation of programs and services, for the continued growth of the division, and for new University partnerships.

Due to growth in the division, our service offices of Business & Operations and Marketing & Communications have engaged in formal assessment to evaluate services provided for the other 21 Student Affairs departments. For example, Marketing's initial assessment found that demand for services had increased over the past four years, and this assessment led to a plan to grow the office with new staff positions.

98% **increase in marketing requests from 2019 - 2023 to meet changing student needs**

Business & Operations also experienced personnel growth this year to support more cohesive onboarding of new staff, recruitment and retention of staff, and changes in the budget approval process initiated by the Office of the Chief Financial Officer. As service offices, Business & Operations and Marketing & Communications will continue assessment through FY25 to meet the needs of Student Affairs as we realign resources to pursue our strategic priorities in support for the Plan for Pitt.



Professional DEVELOPMENT

Each Pitt staff member is a valued participant in co-creating a campus climate of mutual respect, intellectual curiosity, and community care.

We are an exceptional team dedicated to making “a big place feel small” and to continuous professional growth!



Here are just a few of the internal professional development opportunities we provided this year for staff, each of which aligns with one of our four strategic priorities:

- Generations at Work
- Free Speech Workshop
- Trauma-Informed Engagement
- Identity-Conscious Supervision
- Navigating Disability Resources on Campus
- Mental Health Champion Certificate Program
- Supervision Skills for the Supervisor and Supervisee
- Civilian Response Training for Crisis Events on Campus

STAFF PROFILE

All our staff are dedicated and accomplished professionals, but for one staff member, this year has been especially memorable.

Dr. Kyoungah Lee serves as the assistant director for international programs in the Office of Inclusion & Belonging, and in the spring of 2024, she received her doctorate in higher education with a dissertation on “One Caring Person: The Impact of Student-Staff Casual Interaction on International Students’ Sense of Belonging.”

She was subsequently invited to present two sessions at NCORE (National Conference on Race & Ethnicity in Higher Education).

KYOUNGAH SAYS:

“People call me Dr. Lemon...when life give you lemons, make lemonade.”

“I was born and raised in South Korea, did my high school in the Philippines, and came to the United States as a first-year international student. I had faced a lot of ‘lemons’ as an international undergrad and graduate student. I still face bigger and bitter lemons, but I learned how to squeeze my lemons and make my own delicious lemonade.

I always keep these two verbs in mind for my life and at work—embrace and empower. I want our students to feel embraced as who they are and feel empowered to reach their potential using their strengths to be a positive influence, and I believe a simple act of caring creates an endless ripple.”

Thank you for your work, Dr. Lee!



THE STUDENT AFFAIRS OFFICE OF STAFF BELONGING

At Pitt, we are steadfast in our commitment to fostering a strong sense of belonging for every individual within our division, including staff.

Diversity

We recognize that differences are what drive innovation, enrich our work environment and enable us to serve our community more effectively.

We promote diversity, equity, inclusion, access, belonging, and justice (DEIABJ) through targeted initiatives and programs:

- monthly learning opportunities and workshops
- annual Social Justice Symposium
- affinity group listening sessions
- Restorative Justice training

Equity

Equity is the cornerstone of our workplace culture. We are committed to creating a fair and just environment where every individual has access to the same opportunities for growth and advancement. Our policies are designed to be transparent and inclusive, ensuring that all staff members can thrive. We continuously review and refine our practices to uphold the highest standards.



Linda Williams-Moore
*Executive Director of Diversity,
Equity, and Inclusion*

Inclusion

Inclusion is about more than just representation—it is about creating a space where every voice is heard and valued, where everyone feels empowered to contribute their ideas and perspectives.

Accessibility

We are committed to creating physical and digital workspaces accessible to all staff members. Depending on the staff role, hybrid and remote work options are available.

Sense of Belonging

Creating a sense of belonging is central to our mission. We sponsor or provide:

- affinity groups
- mentorship programs
- 1:1s with Executive Director of DEI
- Culturally Responsive Care resources
- gender-neutral restrooms

We understand that our journey towards a more diverse, equitable, inclusive, and accessible workplace is ongoing, and we welcome your feedback and suggestions!

Thank you for being a part of our team!







Pitt Student Affairs is led by a diverse, talented, creative, and innovative team dedicated to supporting our students in all aspects of their well-being so they can thrive at Pitt and beyond.

SENIOR LEADERSHIP

Carla M. Panzella, PhD
Vice Provost for Student Affairs

Karin M. Asher, EdD
Assistant Dean for Student Engagement and Professional Development

Lorraine Craven
*Interim Dean of Students,
Assistant Dean for Student Experience*

Jay Darr, PhD
Associate Dean for Student Wellness

Gretchen Carlson Natter
Assistant Dean for Community and Inclusion

SENIOR STAFF

George Ampratwum
Executive Director of the Career Center

David Chao
Director of Information Technology

Janine Fisher
Executive Director of Marketing and Communications

Ahmed Ghuman, PsyD
Executive Director of the University Counseling Center

Charles Guthrie
Executive Director of Student Health Services

Matthew Landy
Director of Student Conduct

Emiola Oriola, EdD
Director of Inclusion and Belonging

Jayne Pizzuto, PhD
Director of New Student Programs

Amanda Ries
Director of Residence Life

Barbara Ruprecht
Director of Administration

DaVaughn Vincent-Bryan
Director of Involvement and Student Unions

Linda Williams-Moore
Executive Director of Diversity, Equity, and Inclusion

